**OXFORD CITY COUNCIL GENDER PAY GAP DATA TABLES**

The Council’s gender pay gap details for the snapshot date of 31st March 2019 are below.

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| Mean gender pay gap (basic pay) is 10.2% |
| Median gender pay gap (basic pay) is 12.1% |
| Mean gender bonus gap for 11.6% |
| Median gender bonus gap is 9.26% |
| Proportion of male employees receiving a bonus is 83.7% |
| Proportion of female employees receiving a bonus is 84.2% |

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**Pay quartiles by gender**

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| --- | --- | --- |
| **Quartile\*** | **Males %** | **Females %** |
| Top Quartile | 50.58 | 49.42 |
| Upper Middle Quartile | 44.19 | 55.81 |
| Lower Middle Quartile | 37.12 | 62.79 |
| Lower Quartile | 34.88 | 65.12 |